

# Grangetown Primary School Anti- Bullying Policy



## Statement of Intent

We are committed to providing a caring, friendly and safe environment for all of our pupils and staff so they can learn and work in a relaxed and secure atmosphere. Bullying of any kind is totally unacceptable at our school. If bullying does occur, all pupils and staff should be able to tell and know that incidents will be dealt with promptly and effectively.

We are a TELLING school. This means that anyone who knows that bullying is happening is expected to tell the staff.

## What Is Bullying?

Bullying is a deliberate, conscious, repeated intention to hurt, victimise, threaten or frighten someone.

Bullying can be:

- Emotional: being unfriendly, excluding, tormenting (e.g. hiding possessions, threatening gestures)
- Physical: pushing, kicking, hitting, punching or any use of violence
- Racist: racial taunts, graffiti, gestures
- Sexual: unwanted physical contact or sexually abusive comments
- Homophobic: because of, or focussing on the issue of sexuality
- Verbal: name-calling, sarcasm, spreading rumours, teasing
- Cyber: All areas of internet, such as email & internet chat room misuse. Mobile threats by text messaging & calls. Misuse of associated technology, i.e. camera & video facilities
- Against those with a disability or vulnerable groups

## Why is it Important to Respond to Bullying?

Bullying hurts. No one deserves to be a victim of bullying. Everybody has the right to be treated with respect. Pupils who are bullying need to learn different ways of behaving. Schools have a responsibility to respond promptly and effectively to issues of bullying.

## Objectives of this Policy

- All teaching and non-teaching staff, governors, pupils and parents should have an understanding of what bullying is.
- All teaching and non-teaching staff and governors should know what the school policy is on bullying, and follow it when bullying is reported.

- All pupils and parents should know what the school policy is on bullying, and what they should do if bullying arises.
- As a school we take bullying seriously. Pupils and parents should be assured that they will be supported when bullying is reported.
- Bullying will not be tolerated.

### **Signs and Symptoms**

A child may indicate by signs or behaviour that he or she is being bullied. Adults should be aware of these possible signs and that they should investigate if a child:

- is frightened of walking to or from school
- changes their usual routine
- is unwilling to go to school
- becomes withdrawn, anxious, or lacking in confidence
- begins to do poorly in school work
- has a desire to remain with adults
- shows changes in their behaviour

These signs and behaviours could indicate other problems, but bullying should be considered a possibility and should be investigated

### **Procedures for children**

- Pupils are encouraged to report all incidents of bullying to any member of staff.
- Tell a trained school 'Buddy' about the problem.

### **Procedures for parents**

- Report incident to class teacher immediately who will follow the procedures outlined below.
- Follow the school complaints policy, available on the school website, if the resolution to the incident is not satisfactory.

### **Procedures for staff and strategies for dealing with bullying**

- Incidents will be recorded by staff on an Incident Form and noted in the class Pastoral File.
- The bullying behaviour or threats of bullying will be investigated.
- All pupils including vulnerable and ethnic minority groups will be listened to seriously.
- Premature assumptions will not be made
- If possible, the pupils will be reconciled
- After the incident/incidents have been investigated and dealt with, each case will be monitored to ensure repeated bullying does not take place.
- Serious incidents will be dealt with by a senior member of staff, as with the Behaviour Policy.
- Victims and other children involved will be supported.
- Help will be given to the bully to understand the effects of their actions.
- In serious cases parents should be informed and will be asked to come in to a meeting to discuss the problem.

### **Other strategies for dealing with bullying**

- Buddies are trained to report incidents of bullying to an adult.
- Give our children knowledge, skills and understanding through the PSHE curriculum and JIGSAW materials.
- Develop our children's emotional literacy to enable them to communicate worries and concerns effectively.
- Provide a safe environment where children feel confident to speak openly.
- Create an anti-bullying ethos.
- Anti bullying events held in school, include: Anti Bullying Awareness Week, Anti Bullying workshops, Assemblies.

### **Monitoring and Review**

The school keeps a record of incidents of bullying. The effectiveness of the Behaviour and Anti Bullying policies are regularly monitored and evaluated by the Headteacher and Staff. The Headteacher reports to Governors about the effectiveness of the policy. This policy will be reviewed bi-annually.

Anti-Bullying Working Party; led by H Dolan; PSHE Lead  
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